



www.mycareeratva.va.gov/students

STUDENTS WITH DISABILITIES

The Department of Veterans Affairs (VA) believes in the limitless potential of the Veterans and families we serve. That conviction extends to the people we hire to work on their behalf. VA is committed to increasing the representation of qualified people with disabilities in all aspects of VA employment, including internships, promotions, training, and reasonable accommodation. Veterans and non-Veterans with disabilities are building rewarding careers throughout VA in myriad positions available nationwide.

FOR WORK WITHOUT LIMITS, START YOUR CAREER AT VA.

- **A job in an accessible, inclusive environment.** VA provides the tools and reasonable accommodations that you need to succeed at work. A unique, centralized fund managed by VA's Office of Diversity and Inclusion pays for office services such as interpreters and ergonomic chairs. Accommodations to work from home or modifications to your schedule can also be arranged. VA's policy is that everything—from staff meetings and trainings to luncheons and conferences—be fully accessible to all employees.

- **A career that encourages your advancement.** VA managers encourage your awareness of and access to professional development and training so that you qualify for promotions throughout your career. You'll also have access to VA's many tools, training, and support programs to help you meet and exceed your career goals.
- **An employer whose goal is inclusion.** VA's goal is for 2 percent of its new hires to be people with targeted disabilities: blindness, deafness, partial or total paralysis, missing extremities, epilepsy, severe intellectual disabilities, psychiatric disabilities, and dwarfism. When applying for a job, you never have to reveal that you have a disability—but if you do, you may be able to apply under the Schedule A fast-track hiring program.
- **Work with and for Veterans and their families.** Join the more than 33,000 disabled Veterans and individuals with disabilities who work at VA providing medical, financial, and memorial services to our nation's Veterans and their families.



SCHEDULE A ENABLES **AGENCIES** TO QUICKLY **HIRE** PEOPLE WITH **DISABILITIES**. TO **BE** ELIGIBLE UNDER **SCHEDULE A**, YOU **HAVE** TO BE QUALIFIED **FOR** THE **POSITION**, SHOW **PROOF** OF DISABILITY, AND PROVIDE A JOB READINESS **CERTIFICATION**.

APPLY TODAY FOR THE CAREER YOU WANT—AND THE FUTURE YOU DESERVE.

People with disabilities may search for VA jobs at USAJobs (www.usajobs.gov) but are not required to apply through that site. Instead, email the contact person listed at the bottom of the job announcement and attach your résumé and Schedule A letter. Or contact the selective placement coordinator in your chosen area to submit a formal application for the job you want. Find your area coordinator and learn more at www.diversity.va.gov/programs/pwd.aspx.

Veterans with disabilities may apply to VA through Schedule A or other Veteran-specific hiring programs. Learn more at VA for Vets (vaforvets.va.gov/pages/default.aspx).

